

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

CANBERRA, AUSTRALIA

SURVEY OF THE INCIDENCE OF INDUSTRIAL AWARDS,

DETERMINATIONS AND COLLECTIVE AGREEMENTS

MAY 1968

BULLETIN 2 : NUMBERS AFFECTED BY INDUSTRIAL AWARDS ETC.,

BY MAIN INDUSTRIAL AUTHORITIES AND SPECIFIED AWARDS ETC.

This is the second bulletin containing results of this survey, which was conducted for the last pay period in May 1968. The first bulletin entitled "Survey of the Incidence of Industrial Awards, Determinations and Collective Agreements, May 1968" (Reference No. 6.5) was published on 19 June 1969. In that publication details were shown of employees whose wages, salaries and conditions of work were : (a) normally varied in accordance with variations in an award or determination made by, or a collective agreement registered with, Commonwealth and State industrial authorities; (b) normally varied in accordance with variations in unregistered collective agreements; and (c) not normally varied in accordance with any variation in an award, determination or collective agreement. These details were classified by type of authority (Commonwealth or State); by type of employment (private or government) and by State of employment. Reference should be made to the first publication for the full set of definitions and a copy of the survey form.

2. In this bulletin, details of employees affected by industrial awards, determinations and registered collective agreements are presented, classified by the main industrial authorities in the Commonwealth and each State, and by specified awards, determinations or agreements affecting the employees.

3. The results of the survey are based on returns collected from : (i) a stratified random sample of most private employers subject to pay-roll tax (i.e. those paying more than \$400 a week in wages and salaries); (ii) all public hospitals and marketing boards (these employees were classified as "private"- see para. 12); (iii) all Commonwealth government and State government departments and semi-government authorities; and (iv) a stratified random sample of Local government bodies. Excluded from the survey were all employees in rural industry, in private domestic service, and in the Northern Territory and the Australian Capital Territory. Employees of private employers in hotels, cafes, personal service, etc; and employees of private employers not subject to pay-roll tax were also excluded.

4. The results of the survey were representative of 2,310,000 male and 944,000 female wage and salary earners. Included in these totals were 764,000 male and 220,000 female wage and salary earners reported on returns from government and semi-government authorities (Commonwealth, State and Local). Returns were received from 4,732 private employers.

5. Table 1 page 4 shows the estimated percentages of male and female employees affected by awards, etc. of various industrial authorities. Tables 2 and 3 show the estimated number of male and female employees affected by individual awards, etc. Excluded from these last two tables are : (a) awards, etc. of those industrial authorities that deal exclusively with government employees (e.g. the public service generally, teachers, police, etc. - see Table 1); (b) awards, etc. that affect the wages, salaries and conditions of work of employees of less than three employers; (c) awards, etc. that are estimated to affect less than approximately 2,000 males or 2,000 females (with certain exceptions); and (d) unregistered collective agreements. The estimated number of employees affected by each specified award, etc. includes

government as well as private employees. In Tables 2 and 3 the word "award" or "determination" has been omitted from the name of the award, etc. the word "agreement" has been retained in the name where appropriate.

6. Details of employees of private employers were collected only from private employers subject to pay-roll tax (see paragraph 3 above). Because of this the estimates of employees shown against those individual awards, etc. in Tables 2 and 3 affecting private employees may be an understatement of the total number of employees affected by each award. This understatement is unlikely to be uniform for all awards, etc. because there is a greater proportion of private employers in the non-pay-roll tax field in certain industries (e.g. retail trade). Estimates for awards in such an industry (e.g. those affecting shop assistants) would have relatively greater understatement than estimates for awards in industries with greater payroll coverage.

Standard Error of Estimates

7. The estimates shown in Tables 2 and 3 of this bulletin are subject to sampling variability, that is, variations that might occur by chance because only a sample of employers (private and Local government) was surveyed. The estimates that have been obtained from this sample may differ from figures that would have been obtained from a complete census of employers. One measure of the likely difference is given by the standard error of the estimates. There are about two chances in three that a sample estimate will differ by less than one standard error from the results which would be obtained from a comparable complete collection; and about nineteen chances in twenty that the difference will be less than two standard errors. For example, with an estimate of 5,000 for females, which according to the table below has a standard error of 7 per cent (or 350), there are two chances in three that a complete collection would give an estimate within the range 4,650 to 5,350 and nineteen chances in twenty that the estimate would be within the range 4,300 to 5,700.

8. Approximate percentage standard errors for the estimates shown in Tables 2 and 3 (pages 5 to 9) are set out in the tables below. These standard errors are themselves based on the survey results and consequently are also subject to sampling variability. The figures do not give a precise measure but an indication of the standard error of any particular estimate in the survey. The standard error varies with the size of the estimate and the two tables below give for males and females separately the approximate standard error for an estimate of a given size.

Males

Size of estimate (Males)	Approximate standard error of estimates	
	Males	Per cent of estimate
1,000	120	12
2,000	180	9
5,000	350	7
10,000	500	5
20,000	800	4
50,000	1,500	3
100,000	2,000	2

Females

Size of estimate (Females)	Approximate standard error of estimates	
	Females	Per cent of estimate
1,000	120	12
2,000	200	10
5,000	350	7
10,000	600	6
20,000	1,000	5
50,000	2,000	4
100,000	3,000	3

9. The standard errors in the above tables give a measure of the reliability of the estimates in Tables 2 and 3 for those awards etc. which affect males and females employed mainly in the sampled sectors of the survey, that is in private employment and

in Local government employment. Figures for awards, etc. that affect only or mainly employees of Commonwealth and State government and semi-government authorities etc. that were completely enumerated in the survey are either not subject to sampling variability or are subject to smaller standard errors than those shown in the tables in paragraph 8. These latter awards are footnoted in Tables 2 and 3.

10. The estimates shown in Table 1 are also subject to sampling variability because only a sample of private employers and Local government authorities was surveyed. The standard errors for the estimates in Table 1 would be generally much lower than the approximate standard errors of estimates for Tables 2 and 3 shown in the tables in paragraph 8 above.

Definitions

11. Male and Female employees refers to those who were on the pay-roll during the last pay-period in May 1968. It includes managerial, executive, professional and high^{er} supervisory staff as well as other employees.

12. Private employees includes employees of private employers, of public hospitals and of marketing boards. Government employees refers to employees of Commonwealth government and State government departments and semi-government authorities, and of Local government bodies.

13. Employees affected by awards, etc. refers to employees whose wages, salaries and conditions of work are normally varied in accordance with variations in an award or determination made by, or a collective agreement registered with, a Commonwealth or State industrial authority. Employers were asked to report under this heading employees (including piece-workers) whose wages, salaries and conditions of work were better than those prescribed by an award, etc. (including those whose over-award pay was subject to an unregistered collective agreement) if their wages, etc. were normally varied in accordance with variations in an award, etc.

14. Other employees refers to employees whose wages, salaries and conditions of work are not normally varied in accordance with variations in an award or determination made by, or a collective agreement registered with, a Commonwealth or State industrial authority. Included in this category are employees whose wages, salaries and conditions of work are normally varied in accordance with unregistered collective agreements. Collective agreements are agreements made by an employer or a group of employers with a group or organisation of employees.

TABLE 1. - PERCENTAGE OF EMPLOYEES AFFECTED BY AWARDS ETC. OF VARIOUS INDUSTRIAL AUTHORITIES - AUSTRALIA (a) MAY 1968

(All civilian government employees and all employees of public hospitals, marketing boards and of private payroll-tax payers other than those in rural industries, hotels, cafes and personal service. Excluded are all employees in rural industries).

	MALES		FEMALES		PERSONS	
Number of employees represented in survey	2,310,000		944,000		3,254,000	
Employees affected by awards, determinations and registered collective agreements	%	%	%	%	%	%
Commonwealth awards, etc. -						
Commonwealth Conciliation and Arbitration Commission	} 36.3		} 26.3		} 33.5	
Coal Industry Tribunal						
Flight Crew Officers Industrial Tribunal	} 7.5	43.8	} 4.8	31.0	} 6.7	40.1
Public Service Arbitrator						
New South Wales State awards, etc. -						
Industrial Commission of New South Wales, etc. (b)	15.9	17.5	21.2	24.7	17.5	19.6
Public Service Board of New South Wales	1.6		3.4		2.1	
Victorian State awards, etc. -						
Wages Boards; Industrial Appeals Court	5.3	7.1	13.9	16.8	7.8	9.9
Public Service Board	} 1.8		} 2.9		} 2.1	
Teachers Tribunal						
Police Service Board						
Queensland State awards, etc. -						
Industrial Conciliation and Arbitration Commission	..	8.3	..	7.2	..	8.0
South Australian State awards, etc. -						
Industrial Commission; Conciliation Committees	2.2	2.7	4.0	5.0	2.7	3.4
Public Service Arbitrator	} 0.5		} 1.0		} 0.7	
Teachers Salaries Board						
Local Government Officers Classification Board						
Western Australian State awards, etc. -						
The Western Australian Industrial Commission	} 4.5		} 4.0		} 4.3	
Western Australian Coal Industry Tribunal						
Public Service Arbitrator	} 0.6	5.1	} 0.8	4.8	} 0.7	5.0
Railways Classification Board						
Government School Teachers Tribunal						
Tasmanian State awards, etc. -						
Wages Boards	0.7	1.1	1.0	2.0	0.8	1.4
Public Service Tribunal	0.4		1.0		0.6	
Other employees -						
Affected by unregistered collective agreements	1.6		0.8		1.4	
Other	12.8	14.4	7.6	8.4	11.3	12.7
Total		100.0		100.0		100.0

(a) Excludes Northern Territory and Australian Capital Territory. (b) Includes subsidiary tribunals.

NOTES: 1. For definitions, particulars of coverage of the survey, etc. see pages 1 to 3. 2. Because of rounding, figures may not add to totals.

**TABLE 2. - ESTIMATED NUMBER OF MALE EMPLOYEES AFFECTED BY SPECIFIED
AWARDS, DETERMINATIONS AND REGISTERED COLLECTIVE AGREEMENTS - AUSTRALIA (a), MAY 1968**

Name of award, etc.	Estimated number of males affected (b)	Name of award, etc.	Estimated number of males affected (b)
AWARDS, ETC. OF COMMONWEALTH CONCILIATION AND ARBITRATION COMMISSION, AND COAL INDUSTRY TRIBUNAL			
Metal Trades	243,200	Storeman and Packers (Wool etc. Stores)	4,600
Vehicle Industry	65,800	Textile Industry (Knitting Section)	4,300
Bank Officials (Federal)	29,500	Clerks (Wool Stores etc.)	4,300
Graphic Arts	26,600	Aerated Waters Industry	4,000
Railways Traffic Permanent Way etc.	(c) 25,700	Agricultural Implement Making	4,000
Insurance Officers (Clerical Indoor Staffs)	17,600	Gas Industry	3,900
Waterside Workers	17,700	Food Preservers	3,800
Timber Workers Consolidated	17,000	Glass Workers	3,700
Rubber, Plastic and Cable Making Industry	16,200	Mine Mechanics (All States)	3,500
Transport Workers (General)	15,300	Textile Industry (Cotton etc. Section)	3,500
Railways Metal Trades Grades	(c) 15,300	Storeman and Packers (General Stores)	3,400
Aircraft Industry	13,100	Clerks (Vehicle Industry)	3,400
A.W.U. Construction and Maintenance	12,800	Clerks (Oil Companies)	3,200
Railways Miscellaneous Grades	(c) 12,200	Electrical Contracting Industry	3,200
Municipal Employees (Victoria)	11,400	Shipping Officers	3,200
Federal Meat Industry	10,900	Municipal Officers (Queensland)	3,100
Carpenters and Joiners	8,700	Municipal Officers (Victoria)	3,100
Pulp and Paper Industry Agreement	8,300	Liquor Trades (Breweries)	3,000
Locomotive Enginemen	(c) 8,300	Wool Brokers Staffs	2,900
Coal Miners - N.S.W., Vic., and Tasmania	7,100	Seamen's	2,600
Furnishing Trades	7,000	Flour Millers	2,500
Footwear Manufacturing Industry	6,600	Artificial Fertiliser and Chemical Workers	2,200
Railways Salaried Officers	(c) 6,600	Journalists (Metro. Daily Newspapers) Agreement	2,200
Clothing Trades	5,600	Storemen and Packers (Oil Companies)	2,200
Engine Drivers and Firemen's (General)	5,400	Country Printing	2,200
Builder's Labourers (Construction on Site)	5,400	Manufacturing Grocers	2,100
Textile Industry (Woollen and Worsted Section)	5,000	Transport Workers (Oil Companies)	2,100
Textile Industry (Misc. Section)	4,700		

(a) Excludes Northern Territory and Australian Capital Territory. (b) See paragraphs 5 and 6, pages 1 and 2. Estimates are subject to sampling variability (see paragraphs 7 to 9, page 2). (c) Employees of government or semi-government authorities only (or mainly) - see paragraph 9, page 2.

NOTE. For definitions, particulars of coverage of the survey, etc. see pages 1 to 3.

TABLE 2. - ESTIMATED NUMBER OF MALE EMPLOYEES AFFECTED BY SPECIFIED
AWARDS, DETERMINATIONS AND REGISTERED COLLECTIVE AGREEMENTS - AUSTRALIA (a) MAY 1968 - continued

Name of award, etc.	Estimated number of males affected (b)	Name of award, etc.	Estimated number of males affected (b)
AWARDS, ETC. OF INDUSTRIAL COMMISSION OF NEW SOUTH WALES (c)			
Clerks (State)	32,400	Storemen and Packers (n.e.i.)	4,600
Shop Employees (State)	22,100	Plumbers and Gasfitters (State)	3,800
Municipal and Shire Councils (Wages Staff)	17,600	Painters etc. (State)	3,800
Transport Industry (State)	16,900	Crown Employees (Skilled Tradesmen)	(d) 3,800
Commercial Travellers (State)	11,500	Builders' Labourers, Construction on Site (State)	3,700
General Construction and Maintenance, Civil and Mech. Engineering etc. (State)	7,700	Warehouse Employees General (State)	3,600
Carpenters and Joiners and Bricklayers		Hospital Employees (Metro.)	3,100
Construction (State)	7,600	County Councils (Elec. Undertakings) Wages Div.	2,600
Watchmen, Caretakers, Cleaners, etc. (State)	6,600	Plant etc. Operators on Construction (State)	2,200
Furnishing Trades (State)	5,400	Draughtsmen and Tracers (State)	2,100
Crown Employees (Admin. and Clerical)	(d) 5,400	Bread Salesmen etc. (Cumberland)	2,000
Engineers etc. (State)	5,100	Brass and Copper Workers (State)	2,000
Electricians etc. (State)	4,700		
DETERMINATIONS OF VICTORIAN WAGES BOARDS AND INDUSTRIAL APPEALS COURT			
Commercial Clerks	22,100	Hospital and Benevolent Homes	2,900
Storemen, Packers and Sorters	9,200	Bread Carters	2,900
Commercial Travellers	8,500	Cleaners	2,700
Shops Bd No. 9 (Drapers and Men's Clothing)	5,000	Shops Board No. 7 (Country Shop Assistants)	2,600
Carters and Drivers	3,400	Brick Trade	2,600
Shops Board No. 16 (Hardware)	3,100	Plumbers	2,200
Shops Board No. 15 (Grocers)	3,000	Pastrycooks	2,000

(a) Excludes Northern Territory and Australian Capital Territory. (b) See paragraphs 5 and 6, pages 1 and 2. Estimated are subject to sampling variability (see paragraphs 7 to 9, page 2). (c) Includes subsidiary tribunals. (d) Employees of government, or semi-government authorities only (or mainly) - see paragraph 9, page 2.

NOTE. For definitions, particulars of coverage of the survey, etc. see pages 1 to 3.

TABLE 2. - ESTIMATED NUMBER OF MALE EMPLOYEES AFFECTED BY SPECIFIED
AWARDS, DETERMINATIONS AND REGISTERED COLLECTIVE AGREEMENTS - AUSTRALIA (a) MAY 1968 - continued

Name of award, etc.	Estimated number of males affected (b)	Name of award, etc.	Estimated number of males affected (b)
AWARDS, ETC. OF INDUSTRIAL CONCILIATION AND ARBITRATION COMMISSION OF QUEENSLAND			
Mechanical Engineering	17,200	Sawmilling	5,400
Building Trades	16,100	Shop Assistants (General)	5,100
Public Service	(c) 13,100	Sugar Industry	4,200
Electrical Engineering	7,700	Engine Drivers	3,600
Clerks and Switchboard Attendants	7,700	Warehouses (Wholesale) and Stores	3,000
Local Authorities (excl. Brisbane) and Main Roads	6,000	Miscellaneous Workers	2,600
Carting Trade	5,800	Commercial Travellers	2,400
AWARDS, ETC. OF SOUTH AUSTRALIAN INDUSTRIAL COMMISSION, AND CONCILIATION COMMITTEES			
Clerks (S.A.)	5,100	Commercial Travellers	2,400
Shop	2,900	Drivers of Vehicles (Goods Carrying)	2,400
AWARDS, ETC. OF WESTERN AUSTRALIAN INDUSTRIAL COMMISSION			
Metal Trades (General)	15,900	Mining (Gold)	2,600
Building Trades	5,800	Construction and Maintenance (Government)	(c) 2,400
Shop Assistants (Metro.)	5,400	Furniture Trades	2,200
Clerks (Wholesale and Retail Establishments)	3,200	Timber Workers	2,100
		Municipal Emoloyees (Metropolitan)	2,100
DETERMINATIONS OF TASMANIAN WAGES BOARDS			
Builders and Painters	1,900		
Ironmongers	1,400		

(a) Excludes Northern Territory and Australian Capital Territory. (b) See paragraph 5 and 6, pages 1 and 2. Estimated are subject to sampling variability (see paragraphs 7 to 9, page 2). (c) Employees of government or semi-government authorities only (or mainly) - see paragraph 9, page 2.

NOTE. For definitions, particulars of coverage of the survey, etc. see pages 1 to 3.

TABLE 3. - ESTIMATED NUMBER OF FEMALE EMPLOYEES AFFECTED BY SPECIFIED
AWARDS, DETERMINATIONS AND REGISTERED COLLECTIVE AGREEMENTS - AUSTRALIA (a), MAY 1968

Name of award, etc.	Estimated number of females affected (b)	Name of award, etc.	Estimated number of females affected (b)
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AWARDS, ETC. OF COMMONWEALTH CONCILIATION AND ARBITRATION COMMISSION

Clothing Trades	47,000	Textile Industry (Misc. Section)	5,900
Metal Trades	42,500	Food Preservers	4,600
Insurance Officers (Clerical Indoor Staffs)	17,800	Saddlery, Leather and Canvas Workers	3,900
Bank Officials (Federal)	16,700	Textile Industry (Cotton etc. Section)	3,300
Textile Industry (Knitting Section)	15,700	Federal Meat Industry	3,200
Graphic Arts	11,900	Clerks (Airway Operating Industry)	2,800
Footwear Manufacturing Industry	10,600	Vehicle Industry	2,400
Rubber, Plastic and Cable Making Industry	8,900	Clerks (Wool Stores etc.)	2,300
Textile Industry (Woollen and Worsted Section)	8,000	Municipal Officers (Victoria)	2,000

AWARDS, ETC. OF INDUSTRIAL COMMISSION OF NEW SOUTH WALES (c)

Clerks (State)	66,800	Shop Assistants, Confectioners etc. (State)	3,800
Shop Employees (State)	29,300	Hospital Employees (State)	3,600
Public Hospital Nurses (State)	19,300	Clerks, Solicitor's (State)	3,100
Clerks etc. in Retail Shops (State)	11,200	Private Hospital Nurses (State)	2,600
Hospital Employees (Metro.)	8,500	Drug Factories (State)	2,300
Watchmen, Caretakers, Lift Attendants, Cleaners, etc. (State)	5,500		

DETERMINATIONS OF VICTORIAN WAGES BOARDS AND INDUSTRIAL APPEALS COURT

Commercial Clerks	46,700	Shops Board No. 18 (Miscellaneous Shops)	5,300
Hospital Nurses	13,800	Shops Board No. 7 (Country Shop Assistants)	4,700
Hospital and Benevolent Homes	12,900	Clothing Trades	3,300
Shops Board No. 9 (Drapers and Mens' Clothing)	10,200	Cleaners	3,100
		Shops Board No. 15 (Grocers)	3,000

(a) Excludes Northern Territory and Australian Capital Territory. (b) See paragraphs 5 and 6, pages 1 and 2. Estimates are subject to sampling variability (see paragraphs 7 to 9, page 2). (c) Includes subsidiary tribunals.

NOTE. For definitions, particulars of coverage of the survey, etc. see pages 1 to 3.

TABLE 3. - ESTIMATED NUMBER OF FEMALE EMPLOYEES AFFECTED BY SPECIFIED
AWARDS, DETERMINATIONS AND REGISTERED COLLECTIVE AGREEMENTS - AUSTRALIA (a), MAY 1968 - continued

Name of award, etc.	Estimated number of females affected (b)	Name of award, etc.	Estimated number of females affected (b)
AWARDS, ETC. OF INDUSTRIAL CONCILIATION AND ARBITRATION COMMISSION OF QUEENSLAND			
Clerks and Switchboard Attendants	19,800	Nurses - Public Hospital Boards	4,300
Shop Assistants (General)	6,900	Nurses - Hospital	3,700
Public Service	(c) 4,500	Miscellaneous Workers	3,000
AWARDS, ETC. OF SOUTH AUSTRALIAN INDUSTRIAL COMMISSION, AND CONCILIATION COMMITTEES			
Clerks (S.A.)	8,300	Nursing Staff - Govt General Hospital	(c) 3,300
Shop	6,400	Hospital Domestics	3,100
Clerks No. 1	4,800	Nurses	2,800
AWARDS, ETC. OF WESTERN AUSTRALIAN INDUSTRIAL COMMISSION			
Clerks (Wholesale and Retail Establishments)	7,700	Nurses (Public Hospitals)	2,800
Shop Assistants (Metro.)	6,800	Hospital Employees (Domestic - Govt)	2,000
		Shop Assistants (S.W. Land Division)	1,700
DETERMINATIONS OF TASMANIAN WAGES BOARDS			
Ironmongers	1,900		
Country Store Keepers	1,200		

(a) Excludes Northern Territory and Australian Capital Territory. (b) See paragraphs 5 and 6, pages 1 and 2. Estimates are subject to sampling variability (see paragraphs 7 to 9, page 2). (c) Employees of government or semi-government authorities only (or mainly) - see paragraph 9, page 2.

NOTE. For definitions, particulars of coverage of the survey, etc. see pages 1 to 3.

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